



Bargaining Matters

Finning

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August 20th, 2020

Communication

The Company has been putting out numerous documents and holding captive audience meetings with employees. They are trying to convince you that their unreasonable proposals are a good thing for the membership.

Multiple times the Company has stated to the Bargaining Committee that the 90 plan works for everyone. Contrary to what the Bargaining Committee has been hearing, this is a false statement. ***Please go to Local Lodge 692 website <http://iamaw692.ca/> and click on (Stacking Proposal 90 Day Plan Document)***

Continuous Shift language has always been voted on by the employees that work the shift. The Company has been holding meetings with you but they are not telling you the entire story of what this means to affected facilities. Also they omit in telling you they have threatened the your Committee with removing existing work out of the province. ***Please go to Local Lodge 692 website <http://iamaw692.ca/> and click on (Continuous Shift and Company Threat Document) also (Company's Proposal dated March 5 and July 14, PDF Document)***

The Company is Bargaining in bad faith by agreeing to items and then saying they have not agreed to what has been agreed to. Also, by communicating directly with the membership regarding their proposals. ***Please go to Local Lodge 692 website <http://iamaw692.ca/> and click on (Bargaining in Bad Faith Document)***

Previous rounds of negotiations the Company would announce acquisitions of new business ventures, restructure facilities or close facilities after memorandums have been ratified. The Bargaining Committee asked the question if any changes are coming. To which they denied, however upon further pressure by your committee they acknowledge looking into property in the Kamloops area, ***Please go to Local Lodge 692 website <http://iamaw692.ca/> and click on (Full Disclosure Document)***

Finally, due to the Company's recent actions directly communicating to the membership, painting a picture that the Union is unwilling to be reasonable with their proposals that will have a detrimental impact on the Bargaining unit Members. The Company is the one who is unwilling to discuss your proposals, their discussions is a flat no to our proposals.

Clearly, we have no choice but to respond. You need to hear the entire story, not their narrative which is lacking in substance. This is unprecedented their actions they have taken. Never in the history of Collective Bargaining we have experienced this type of behavior. Undoubtedly, this the new norm for the Company and they are seeking an adversarial relationship moving forward.

There actions have infuriated the membership to no end, Currently the Bargaining Committee is working through the logistics of a strike vote. Stay tuned for further information.

Should you have any questions, we invite you to contact your Union Representative or a member of your bargaining committee.

In Solidarity,

Your Bargaining Committee.